

	Document No	Title	Author	Approval	Issue
	FEI.POL.1.3	ENVIRONMENT SOCIAL & GOVERNANCE POLICY	LP	03/02/2026	4

FEI Foods Limited Environment, Social and Governance (ESG) Policy

At FEI Foods Limited, we are committed to operating as a responsible and sustainable food manufacturing business. We recognise the importance of environmental stewardship and carbon impact and the role we play in shaping a sustainable future.

We shall operate in a way whereby ESG is embedded in our values, guiding our decisions and actions to minimise our environmental impact as a whole and contribute positively to the community.

- **Leadership and Accountability:** We have established clear responsibilities for environmental aspects and impacts at all levels within the business through job descriptions and annual objectives. Individuals are accountable for acting in a way that protects the environment and minimises wastes in all forms. The FEI Executive Team are accountable for the provision, maintenance and governance of Environment, Social and Governance resources and systems, to enable the effective implementation and operation of this policy.
- **Legal Compliance:** To ensure full compliance with all relevant environmental and sustainability laws, regulations, and standards, we will actively monitor changes in legislation and strive to exceed legal requirements.
- **Risk Assessment and Management:** We will identify, assess, our environmental risks associated with our activities. Control measures will be implemented to minimise or eliminate our environmental impact.
- **Energy Efficiency and Emissions:** Improving energy consumption is a priority for our operations through improved manufacturing efficiencies. We will also make investments in energy efficient equipment, explore options for renewable energy, and routinely calculating our carbon impact. We are committed to reducing greenhouse gas emissions and supporting governmental strategies to tackle climate change by understanding and improving our Scope 1, 2 and 3 emissions aligning with net zero targets, setting clear, achievable targets.
- **Waste Reduction and Recycling:** Each year our manufacturing sites develop annual plans and objectives actively targeting waste reduction throughout our supply chain. This includes minimising packaging waste, promoting the use of recyclable and compostable materials, and implementing effective waste management practices. Our goal is to move towards a circular economy and sustainability mindset.
- **Water Conservation:** We acknowledge the importance of water as a finite resource. We commit to implementing water conservation measures in our operations, including efficient water use and responsible wastewater management. We will have a continuous improvement approach to reducing consumption within our manufacturing process and promoting water conservation within our supply chain.
- **Sustainable Packaging and Sourcing:** There is clear focus towards the responsible sourcing of raw materials and ingredients, we will work with our suppliers to promote and adopt ethical and sustainable practices, minimising environmental impact. We will apply our continuous improvement approach to single-use packaging and further progress our development and use of recyclable pouches with our clients.
- **Communication & Reporting:** We will report on our sustainability performance with transparency, including key environmental metrics, achievements, and challenges. This information will be communicated to employees, stakeholders, promoting accountability and encouraging a shared commitment to sustainability.
- **Employee Well-being:** Well-being: We recognise the importance of promoting the overall well-being of our employees, including both physical and mental health. FEI Foods Limited is committed to providing a safe and inclusive work environment that fosters diversity, equality, and employee development. Details set within supporting policies.
- **Community Engagement:** We recognise the importance of actively engaging with local communities surrounding our manufacturing sites. We will positively support community initiatives and strive to be a responsible neighbour.
- **Ethical Conduct:** FEI Foods Limited expects our suppliers and business partners to adhere to ethical standards, including labour rights, fair wages, and safe working conditions. We will collaborate with suppliers to ensure adherence to our social responsibility principles throughout the supply chain. Further information is available within our specific policies.

Commitment, motivation, and involvement of all employees at each level will guarantee the success of this policy.

Signed:



Lloyd Williams
Managing Director
Date: 03/02/2026

Signed:



Christian Rees
Operations Director
Date: 03/02/2026